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# Salaries and Tenure of Professional Planners: 1980

Gregory Longhini

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# Salaries and Tenure of Professional Planners: 1980

In continuing the series of reports on planners' salaries, produced periodically since 1949 (annually since 1959), APA has surveyed members who work in a variety of contexts as professional planners. Because the merger of AIP and ASPO has resulted in a membership that does not parallel the ASPO sample, little comparison can be drawn between this and earlier surveys, although identical questionnaires were administered.

The questionnaires used to gather the data for this report were mailed in February, 1980, to 18,113 APA members in the United States and Canada. Because of cost limitations, only the first 6,000 responses received were included for analysis. For a variety of reasons, 169 were unusable, giving an effective response rate of 33.1 percent. The report provides current income data—i.e., annual professional salary or earnings as of January 1, 1980, including anticipated 1980 bonuses or profit sharing, whenever applicable. Given the high response rate, we believe the results represent a good cross-section of those APA members employed in planning.

The questionnaires were to be completed by people for whom planning is a full-time occupation and source of income. The questionnaire was not to be completed by students or those whose relationship to planning is solely through appointment (e.g., a member of a planning commission), election, or general interest, or by planners not now actively practicing full time.

The data in this report are analyzed under several categories. First, members are classified by principal employer or main source of income. Public agency employment is in turn classified according to the population of the jurisdiction. Second, members' salaries are classified according to professional achievement—the highest degree attained and the number of years of experience. Members' tenure within their agency is correlated with the number of levels within the agency and the level reached at present by the respondents.

There are seven tables showing current figures and a trend analysis of the salaries and tenure of these APA members. Data on minority groups and women have been included, as has a regional breakdown. For the United States, we followed the geographical categories used by the U.S. Bureau of the Census; all Canadian agencies are grouped together. The regional categories, the states that comprise them, and the percentage of responses received are as follows:

**Regional Breakdown of APA Members**

1. **New England 6%**
   Connecticut
   Maine
   Massachusetts
   New Hampshire
   Rhode Island
   Vermont

2. **Middle Atlantic 12%**
   New Jersey
   New York
   Pennsylvania

3. **South Atlantic 18%**
   Delaware
   District of Columbia
   Florida
   Georgia
   Maryland
   North Carolina
   South Carolina
   Virginia
   West Virginia

4. **East South Central 4%**
   Alabama
   Kentucky
   Mississippi
   Tennessee

5. **East North Central 15%**
   Illinois
   Indiana
   Michigan
   Ohio
   Wisconsin

6. **West South Central 7%**
   Arkansas
   Louisiana
   Oklahoma
   Texas

7. **West North Central 8%**
   Iowa
   Kansas
   Minnesota
   Missouri
   Nebraska
   North Dakota
   South Dakota

8. **Mountain 7%**
   Arizona
   Colorado
   Idaho
   Montana
   Nevada
   New Mexico
   Utah
   Wyoming

9. **Pacific 20%**
   Alaska
   California
   Hawaii
   Oregon
   Washington

10. **Canada**

## USING THE DATA

The activities of APA members who consider themselves planners and the organizations they work for defy easy comparison and classification. There are wide variations among organizations in their administration, how functions are performed, and how such data as population, employment figures, and qualifications are reported. A questionnaire survey, by its very nature, cannot report all the special causes and inconsistencies that exist. Data must be reported in consistent ways and grouped for comparison. In most instances, the number of respondents is shown to give users a basis for deciding the data's reliability. However, to improve accuracy and consistency, we have dropped small groupings (any categories where fewer than three people responded) where individual responses may have substantial skewing effects. As a result, the total number of respondents in the first column may be greater than the sum of the other columns.

## REGIONAL COMPARISONS

Table 1 reports the median members' salaries, classified according to the highest degree attained by the members, years of experience, and the region in which they are employed. The qualifications of degrees and experience are displayed separately and in combination. The first column of the table is a summary of all jobs in that degree/experience category. On all tables, the first cluster of numbers in a category is the number of responses; the second cluster is the salaries.

As in past years, Canadian members continue to earn the highest salaries. The "average" Canadian member earns $32,500; the "average" member earns $24,000. In the United States, members who work in the Pacific Coast states still continue to earn the highest salaries, a median of $26,300. The lowest-paying regions are the East South Central and New England, the same areas as in 1977 and 1979. Overall, two regions are above the U.S./Canadian median, one is the same, and seven are below.

## EXPERIENCE AND DEGREES

Salaries are still directly related to years of experience, as Table 2, Column 1, testifies. With the exception of respondents with no degree whatsoever, degrees are also directly related to salary. It is likely that those individuals with no degree earning high salaries entered the profession years ago and thus have more years of experience to account for the higher salaries. However, the discrepancy between lack of degree and a high salary level should gradually phase out because planners with no degree are no longer entering the field in any great numbers.

An overwhelming number of respondents (98 percent) have a degree of some kind; 44 percent have an M.C.P.; 20 percent have an M.A. in another field; 20 percent have a bachelor's degree in planning; five percent have a Ph.D.; and one percent has a law degree. Those with M.C.P.'s and those with M.A.'s in other fields earn approximate salaries, regardless of experience. At every level of experience, however, members with an M.C.P. earn more than members with only a bachelor's degree. This master's degree seems to provide a lasting premium for one's career, although a degree in planning does not provide an advantage over other disciplines.

## COMPARISONS BY TYPE OF EMPLOYER

Table 2 is similar to Table 1, except that it correlates degree and experience with employer instead of region. Column 1 is the same in both tables.

Combining all the levels of degree and experience together (the bottom row, "all positions"), the top earners are members employed by consulting firms, businesses other than consulting firms, the federal government, and colleges and universities. They average $30,000, $28,818, $28,000, and $26,000 respectively. These four of the 11 employer categories are above the median salary of $24,000. At the other end of the scale, members employed by joint city–county, county, and metropolitan and regional agencies earn the lowest average salaries.

Looking at individual categories, the members who

work for city agencies are better off than their counterparts with equivalent degrees and experience in county, city-county, or metropolitan and regional agencies. Federal employees earn $3,000 to $6,000 more per year than the median of all positions, and consultants earn from $600 t0 $5,000 more than the median, depending on their level.

## SALARIES OF MEMBERS WORKING FOR PUBLIC AGENCIES

Data on members working for public agencies are shown in Table 3. Median salaries are presented according to the population within the agency's jurisdiction and are correlated with degree and experience. This category includes all city, county, joint city-county, metropolitan and regional, state, provincial, and other, unspecified, public agency employees. Members who worked for federal agencies are not included.

Not surprisingly, the larger the agency is, the higher the median salary paid; however, the difference among agencies is very small. Large agencies also tend to pay more at equivalent levels of experience and for the same degree than small agencies pay, but, again, this varies within a fairly narrow range.

## MINORITY AND WOMEN MEMBERS

In Table 4, the median salaries of members, arranged according to sex and minority group, are correlated with degree and experience. (Majority means nonminority men and women). Of all the respondents, 86 percent are men and 14 percent, women. Minorities comprise 5.6 percent of APA members who responded. Of these minorities, 2.3 percent are black; seven percent are Mexican-American; .1 percent, Puerto Rican; 2.2 percent, Asian-American; and .3 percent, American Indian.

Salaries at equivalent years of experience appear to be the most useful basis for assessing the equity among the groups. Comparison by the degrees held is less useful because both women and minorities tend to have fewer years of experience. The median salary for all women responding is $19,300, compared to $24,832 for men, although the deviation at equivalent levels of experience is less.

The salaries of blacks and other minorities show little difference from the salaries of other members with equivalent experience. For example, comparing the median salaries for black members and majority members at equivalent years of experience, blacks earn more in five categories, and the majority earns more in four categories. The $2,000 differential in the median black member's salary as compared to the overall median can be explained largely by the fewer years of experience of black members.

Using the data in Table 4, we derived an additional table, Table 5, comparing degrees held and years of experience attained by men and women and by members of majority and minority groups. This table shows that both women and minority members have a significantly higher percentage of M.C.P. degrees than members generally. This may be explained by the more recent entry of most women and minorities into the planning field and the increasing reliance on the M.C.P. as the entry requirement.

Also, women are congregated at the lower end of the scale in terms of experience. Whereas 25.9 percent of all respondents and 21.6 percent of all male respondents have had four or fewer years of experience, 52.2 percent of the women are in this category.

## DIRECTORS' SALARIES

This year's survey also contains data on the salaries of members who are agency directors. In Table 6, the salaries are arranged according to the type of employer and, for public agencies, jurisdictional population. "Director" includes every respondent who claimed to be in the highest level in his or her public agency or consulting firm (23 percent of the respondents). In the table, the twenty-fifth and seventy-fifth percentiles correspond, respectively, to the first and third quartiles; the median is the second quartile.

As past surveys have indicated, there remains generally a direct correlation between directors' salaries and the size of the population served by the agency. Second, within the categories of city, county, joint city-county, and metropolitan and regional agencies, cities still pay the highest salaries. The median salary of all directors is $27,000, which is brought up by the $35,000 median of the 338 responding directors of consulting firms (25 percent of the total numbers of directors responding).

## TENURE

Table 7, showing the tenure of members by employer, population, and position level, is the only nonsalary table. The median length of service of all members is 3.4 years. For nonlocal public agencies, members who work for colleges and universities tend to stay on the job the longest—six years. In descending order, the employers at the lowest average tenure are, respectively, the federal government, consultants, and other industries and businesses, with nonprofit groups being the lowest. Among local public agencies, members who work for city-county agencies have the longest tenure—four years; while members working for city, county, and metropolitan and regional agencies all have a median tenure of 3.6 years.

## TABLE 1. MEDIAN PLANNERS' SALARIES, BY QUALIFICATIONS AND REGION

| QUALIFICATIONS | | ALL POSITIONS | | NEW ENGLAND | | MIDDLE ATLANTIC | | SOUTH ATLANTIC | | EAST SOUTH CENTRAL | | EAST NORTH CENTRAL | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **DEGREE ONLY** | | | | | | | | | | | | | |
| NONE | | 128 | 24000 | 4 | 22539 | 7 | 24400 | 26 | 21443 | 6 | 20234 | 20 | 20000 |
| B.A. PLANNING | | 514 | 20000 | 10 | 20000 | 27 | 19989 | 76 | 15500 | 26 | 15439 | 115 | 20000 |
| B.A. OTHER | | 1120 | 23000 | 49 | 18000 | 96 | 21325 | 156 | 22149 | 35 | 18204 | 150 | 20400 |
| M.A. PLANNING | | 2542 | 24000 | 203 | 22000 | 358 | 24000 | 517 | 24000 | 105 | 21000 | 329 | 22000 |
| M.A. OTHER | | 1158 | 25000 | 70 | 19113 | 113 | 25000 | 211 | 23800 | 35 | 20300 | 200 | 23550 |
| LAW | | 58 | 26000 | 5 | 22000 | 5 | 22750 | 9 | 25500 | 3 | 30000 | 14 | 25500 |
| PH.D. | | 280 | 30000 | 19 | 29500 | 30 | 30000 | 64 | 30000 | 13 | 29000 | 42 | 30000 |
| **EXPERIENCE ONLY** | | | | | | | | | | | | | |
| | -1 | 83 | 15000 | 6 | 14500 | 6 | 13650 | 15 | 13000 | | | 16 | 14030 |
| | 1 | 177 | 15200 | 15 | 13500 | 16 | 14649 | 34 | 14090 | 12 | 14000 | 21 | 16000 |
| | 2 | 362 | 16500 | 17 | 15000 | 35 | 16500 | 64 | 15583 | 21 | 15000 | 64 | 16272 |
| | 3 | 455 | 18000 | 33 | 17850 | 45 | 17000 | 87 | 17600 | 22 | 16025 | 67 | 18000 |
| | 4 | 433 | 19300 | 28 | 18200 | 36 | 18763 | 83 | 20000 | 31 | 17500 | 72 | 18886 |
| | 5-6 | 929 | 21200 | 56 | 19854 | 100 | 20000 | 181 | 21000 | 28 | 18100 | 138 | 20550 |
| | 7-8 | 738 | 24000 | 36 | 20800 | 72 | 22800 | 144 | 23638 | 27 | 21000 | 102 | 22426 |
| | 9-10 | 632 | 25990 | 50 | 23400 | 72 | 25000 | 112 | 25398 | 23 | 23450 | 77 | 25000 |
| | 11-15 | 741 | 29000 | 46 | 24000 | 81 | 29494 | 134 | 27656 | 21 | 27500 | 123 | 26600 |
| | 15+ | 1250 | 32575 | 73 | 29500 | 171 | 30300 | 205 | 34500 | 38 | 27550 | 190 | 30750 |
| **DEGREE** | **EXPERIENCE** | | | | | | | | | | | | |
| NONE | -1 | | | | | | | | | | | | |
| | 1 | 3 | 19000 | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 4 | 3 | 16000 | | | | | | | | | | |
| | 5-6 | 6 | 25000 | | | | | | | | | | |
| | 7-8 | 19 | 20000 | | | | | 6 | 18340 | | | 4 | 18250 |
| | 9-10 | 13 | 21468 | | | | | 3 | 20500 | | | | |
| | 11-15 | 22 | 25173 | | | | | 3 | 27500 | | | 6 | 20000 |
| | 15+ | 57 | 27000 | 3 | 25500 | 6 | 24700 | 13 | 27000 | 3 | 25680 | 5 | 21000 |
| B.A. | -1 | 13 | 12000 | | | | | | | | | 7 | 12000 |
| PLANNING | 1 | 32 | 13621 | | | | | 8 | 11700 | 3 | 11900 | | |
| | 2 | 54 | 14500 | | | 3 | 13000 | 12 | 13500 | 3 | 14000 | 9 | 14500 |
| | 3 | 55 | 16000 | | | | | 8 | 13826 | 7 | 15877 | 11 | 16500 |
| | 4 | 45 | 17000 | | | | | 11 | 15200 | 6 | 15453 | 8 | 16620 |
| | 5-6 | 94 | 19700 | | | 7 | 18000 | 15 | 17500 | 3 | 18000 | 19 | 18900 |
| | 7-8 | 68 | 22878 | | | | | 5 | 24000 | | | 16 | 21035 |
| | 9-10 | 42 | 25860 | | | | | 4 | 18300 | | | 6 | 23982 |
| | 11-15 | 39 | 30000 | | | | | 5 | 24700 | | | 10 | 27195 |
| | 15+ | 72 | 33526 | 4 | 21000 | 8 | 33766 | 6 | 36260 | | | 27 | 31000 |
| B.A. | -1 | 16 | 13050 | | | | | | | | | 4 | 15150 |
| OTHER | 1 | 27 | 14000 | | | 3 | 18150 | | | | | 3 | 14500 |
| | 2 | 58 | 15450 | 3 | 14000 | 6 | 14150 | 7 | 15897 | | | 13 | 14373 |
| | 3 | 76 | 16000 | 4 | 15750 | 5 | 12980 | 11 | 16100 | 3 | 14440 | 11 | 15744 |
| | 4 | 69 | 17500 | 4 | 15558 | 5 | 12650 | 13 | 15000 | 4 | 15850 | 12 | 17146 |
| | 5-6 | 160 | 20000 | 8 | 16050 | 12 | 17900 | 23 | 20000 | 6 | 16750 | 23 | 17000 |
| | 7-8 | 109 | 21500 | 3 | 17900 | 12 | 18100 | 16 | 20134 | | | 15 | 19500 |
| | 9-10 | 122 | 23700 | 8 | 18962 | 12 | 20750 | 19 | 23400 | 7 | 23000 | 18 | 22500 |
| | 11-15 | 169 | 26900 | 6 | 20675 | 12 | 26500 | 30 | 24750 | 3 | 19000 | 18 | 24000 |
| | 15+ | 314 | 31150 | 11 | 25000 | 28 | 28500 | 34 | 34750 | 9 | 23000 | 33 | 29000 |

(CONTINUED)

*Note:* Any discrepancy between the number shown under "All Positions" and the sum total of the separate categories is because fewer than three responses were not recorded. On all tables, the first cluster of numbers in a category is the number of responses; the second cluster is the salaries.

## TABLE 1. CONTINUED

| QUALIFICATIONS | WEST NORTH CENTRAL | WEST SOUTH CENTRAL | MOUNTAIN | PACIFIC | CANADA |
|---|---|---|---|---|---|
| **DEGREE ONLY** | | | | | |
| NONE | 12 20000 | 9 27968 | 9 26000 | 23 27248 | 11 23433 |
| B.A. PLANNING | 42 20000 | 24 18700 | 42 18384 | 140 22000 | 11 30000 |
| B.A. OTHER | 109 22980 | 104 22850 | 96 22087 | 294 27000 | 27 33000 |
| M.A. PLANNING | 192 21500 | 167 21500 | 150 22782 | 423 26000 | 86 34350 |
| M.A. OTHER | 101 23800 | 77 24700 | 96 22807 | 227 29000 | 22 32500 |
| LAW | 7 29500 | | | 11 27600 | |
| PH.D. | 18 23150 | 22 26194 | 15 29000 | 40 30000 | 16 34000 |
| **EXPERIENCE ONLY** | | | | | |
| -1 | 6 17250 | 10 15250 | 9 15300 | 10 15300 | |
| 1 | 10 14063 | 14 16000 | 19 16500 | 31 16500 | 4 18500 |
| 2 | 42 16000 | 33 16614 | 31 17000 | 50 18000 | 4 21000 |
| 3 | 32 17900 | 38 18208 | 44 17750 | 79 18600 | 8 25655 |
| 4 | 38 18900 | 36 19500 | 36 18750 | 65 21000 | 7 28000 |
| 5-6 | 99 20200 | 59 21000 | 66 21884 | 172 24000 | 24 26950 |
| 7-8 | 61 22620 | 60 24600 | 49 24000 | 159 26000 | 26 29750 |
| 9-10 | 44 25509 | 44 26800 | 38 23750 | 150 28000 | 21 32000 |
| 11-15 | 57 29000 | 54 29328 | 48 28000 | 150 30000 | 27 37778 |
| 15+ | 92 30349 | 56 35000 | 69 32000 | 292 34000 | 52 41200 |
| **DEGREE EXPERIENCE** | | | | | |
| NONE -1 | | | | | |
| 1 | | | | | |
| 2 | | | | | |
| 3 | | | | | |
| 4 | | | | | |
| 5-6 | | | | | |
| 7-8 | | | 3 26000 | | |
| 9-10 | | | | 4 22796 | |
| 11-15 | | 3 31000 | | | |
| 15+ | 3 20000 | | | 15 30000 | 4 26066 |
| B.A. PLANNING -1 | | | | | |
| 1 | | | 4 15500 | 9 16500 | |
| 2 | 5 15000 | 4 14000 | 7 15000 | 10 17100 | |
| 3 | 5 18000 | 3 13500 | 4 15408 | 13 18000 | |
| 4 | | | 5 15000 | 13 20000 | |
| 5-6 | 13 20000 | | 5 19000 | 24 22130 | 4 26000 |
| 7-8 | 5 21450 | 5 24000 | 6 20992 | 26 23000 | |
| 9-10 | | 3 19698 | 3 25979 | 20 28188 | |
| 11-15 | 4 31750 | | 4 30000 | 11 30540 | |
| 15+ | 5 35000 | 4 40700 | 4 37250 | 12 34000 | |
| B.A. OTHER -1 | | | 3 15155 | 4 14500 | |
| 1 | 3 12000 | | 4 17904 | 6 14988 | |
| 2 | 6 15250 | 5 13000 | 4 18138 | 12 17435 | |
| 3 | 6 16250 | 6 17722 | 12 15786 | 16 16800 | |
| 4 | 4 20000 | 8 16020 | 7 19000 | 11 20750 | |
| 5-6 | 18 19308 | 18 18725 | 19 21000 | 29 22400 | |
| 7-8 | 11 21000 | 13 22700 | 7 22000 | 28 24000 | 4 30750 |
| 9-10 | 10 20602 | 9 25000 | 7 21000 | 31 28000 | |
| 11-15 | 15 25500 | 16 27000 | 12 27750 | 53 29052 | 4 33750 |
| 15+ | 35 30000 | 25 34400 | 21 30000 | 104 34394 | 13 41400 |

(CONTINUED)

## TABLE 1. CONTINUED

| QUALIFICATIONS | | ALL POSITIONS | NEW ENGLAND | MIDDLE ATLANTIC | SOUTH ATLANTIC | EAST SOUTH CENTRAL | EAST NORTH CENTRAL |
|---|---|---|---|---|---|---|---|
| M.A. PLANNING | -1 | 30 15675 | 3 14000 | | 8 13748 | | 3 17000 |
| | 1 | 81 15800 | 6 13475 | 9 15400 | 17 15000 | 7 14300 | 12 15565 |
| | 2 | 182 16976 | 9 15000 | 20 16770 | 38 16081 | 13 17000 | 30 16976 |
| | 3 | 224 18050 | 24 18800 | 31 17725 | 41 17600 | 11 16100 | 29 18000 |
| | 4 | 213 20000 | 17 19000 | 25 18725 | 34 20418 | 15 20000 | 34 19738 |
| | 5-6 | 451 21900 | 34 20806 | 61 20000 | 102 21696 | 13 21000 | 58 21500 |
| | 7-8 | 315 24000 | 18 22500 | 42 23600 | 71 23775 | 13 21000 | 30 22500 |
| | 9-10 | 261 26300 | 28 23400 | 37 25000 | 49 27000 | 10 25225 | 23 25500 |
| | 11-15 | 292 29828 | 25 25000 | 49 29000 | 61 30000 | 11 27500 | 36 27170 |
| | 15+ | 493 34000 | 39 30000 | 83 33997 | 96 34350 | 12 32750 | 74 32465 |
| M.A. OTHER | -1 | 13 14500 | | 4 13750 | | | |
| | 1 | 29 15100 | 6 14850 | 3 13897 | 5 15100 | | 3 17023 |
| | 2 | 55 17000 | 4 16000 | 4 15750 | 5 15300 | 3 15400 | 8 17750 |
| | 3 | 80 18604 | | 5 17300 | 24 18604 | | 14 19000 |
| | 4 | 83 20000 | 6 15108 | 5 20000 | 17 22000 | 4 18500 | 16 17200 |
| | 5-6 | 175 21600 | 10 18850 | 13 21200 | 34 20596 | 5 19605 | 29 21000 |
| | 7-8 | 190 24800 | 11 18850 | 15 23000 | 33 24000 | 10 20400 | 32 23750 |
| | 9-10 | 161 26000 | 11 25000 | 16 25000 | 32 24500 | 5 20883 | 21 27000 |
| | 11-15 | 166 29500 | 8 20500 | 14 30000 | 27 27000 | 3 30036 | 42 27350 |
| | 15+ | 206 32000 | 10 28720 | 34 30140 | 32 33000 | 4 25500 | 35 31018 |
| LAW | -1 | 3 21000 | | | | | |
| | 1 | | | | | | |
| | 2 | | | | | | |
| | 3 | 4 22375 | | | | | |
| | 4 | 4 22250 | | | | | |
| | 5-6 | 12 26000 | | 3 17000 | | | 5 26000 |
| | 7-8 | 4 27500 | | | | | |
| | 9-10 | 5 29500 | | | | | |
| | 11-15 | 9 26300 | | | | | |
| | 15+ | 14 34000 | | | 3 38000 | 3 30000 | |
| PH.D. | -1 | 7 20785 | | | | | |
| | 1 | 3 22000 | | | | | |
| | 2 | 10 18000 | | | | | 3 26000 |
| | 3 | 14 24319 | | | | | |
| | 4 | 16 20042 | | | 7 24000 | | |
| | 5-6 | 31 26000 | | 4 35500 | 6 30000 | | 3 24000 |
| | 7-8 | 33 28000 | 4 22800 | | 12 30500 | | 4 22000 |
| | 9-10 | 28 28000 | | 5 30000 | 4 24500 | | 6 30000 |
| | 11-15 | 44 30350 | 5 30000 | 5 30300 | 8 33250 | | 9 30500 |
| | 15+ | 94 37250 | 4 36500 | 12 30000 | 21 40000 | 6 35750 | 14 40000 |
| ALL POSITIONS | | 5831 24000 | 363 21000 | 638 24000 | 1065 23500 | 225 20000 | 876 22494 |

(CONTINUED)

## TABLE 1. CONTINUED

| QUALIFICATIONS | | WEST NORTH CENTRAL | | WEST SOUTH CENTRAL | | MOUNTAIN | | PACIFIC | | CANADA | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| M.A. PLANNING | -1 | 3 | 16000 | 5 | 15600 | 3 | 18500 | 4 | 17750 | | |
| | 1 | 4 | 16350 | 7 | 16000 | 5 | 16500 | 11 | 17500 | 3 | 24000 |
| | 2 | 17 | 16500 | 18 | 17143 | 12 | 16350 | 22 | 18774 | | |
| | 3 | 17 | 18500 | 20 | 18700 | 16 | 18750 | 33 | 18600 | | |
| | 4 | 23 | 19000 | 18 | 19900 | 12 | 19500 | 28 | 21750 | 6 | 29050 |
| | 5-6 | 42 | 21298 | 24 | 21000 | 28 | 22632 | 73 | 24000 | 13 | 31000 |
| | 7-8 | 22 | 23100 | 26 | 24600 | 14 | 23400 | 63 | 26148 | 14 | 28450 |
| | 9-10 | 17 | 28000 | 17 | 28150 | 18 | 23825 | 51 | 27000 | 10 | 35500 |
| | 11-15 | 21 | 29000 | 17 | 31333 | 16 | 28300 | 42 | 31100 | 14 | 38000 |
| | 15+ | 26 | 31500 | 15 | 32900 | 26 | 32500 | 96 | 35600 | 22 | 40000 |
| M.A. OTHER | -1 | | | | | | | | | | |
| | 1 | | | 3 | 12540 | 4 | 15149 | 4 | 16024 | | |
| | 2 | 12 | 16000 | 5 | 16941 | 7 | 18731 | 6 | 22750 | | |
| | 3 | 3 | 18000 | 6 | 19250 | 10 | 18750 | 13 | 20800 | | |
| | 4 | 7 | 18650 | 6 | 20750 | 12 | 19350 | 10 | 23100 | | |
| | 5-6 | 19 | 19000 | 14 | 21850 | 11 | 20000 | 37 | 25000 | | |
| | 7-8 | 18 | 24800 | 13 | 29000 | 19 | 25000 | 37 | 27000 | | |
| | 9-10 | 12 | 24318 | 11 | 26600 | 8 | 26500 | 39 | 29500 | 6 | 31000 |
| | 11-15 | 11 | 30000 | 15 | 34000 | 10 | 26520 | 33 | 32000 | 3 | 43300 |
| | 15+ | 17 | 30000 | 3 | 35000 | 13 | 34000 | 48 | 33000 | 6 | 45500 |
| LAW | -1 | | | | | | | | | | |
| | 1 | | | | | | | | | | |
| | 2 | | | | | | | | | | |
| | 3 | | | | | | | | | | |
| | 4 | | | | | | | | | | |
| | 5-6 | | | | | | | | | | |
| | 7-8 | | | | | | | | | | |
| | 9-10 | | | | | | | | | | |
| | 11-15 | | | | | | | 3 | 35000 | | |
| | 15+ | | | | | | | | | | |
| PH.D. | -1 | | | | | | | | | | |
| | 1 | | | | | | | | | | |
| | 2 | | | | | | | | | | |
| | 3 | | | 3 | 23000 | | | 3 | 20100 | | |
| | 4 | | | 3 | 24000 | | | | | | |
| | 5-6 | 4 | 25500 | | | | | 7 | 26076 | 3 | 24000 |
| | 7-8 | | | 3 | 30000 | | | 3 | 30000 | | |
| | 9-10 | | | | | | | 4 | 27250 | | |
| | 11-15 | | | | | 3 | 32000 | 6 | 29200 | | |
| | 15+ | 5 | 37000 | 7 | 39000 | 3 | 31450 | 15 | 35000 | 6 | 45000 |
| ALL POSITIONS | | 485 | 22000 | 404 | 22798 | 409 | 22500 | 1164 | 26300 | 176 | 32500 |

## TABLE 2. MEDIAN PLANNERS' SALARIES, BY QUALIFICATIONS AND EMPLOYER

| QUALIFICATIONS | ALL POSITIONS | | CITY | | COUNTY | | JOINT CITY-COUNTY | | METRO & REGIONAL | | STATE | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **DEGREE ONLY** | | | | | | | | | | | | |
| NONE | 128 | 24000 | 46 | 20250 | 22 | 23010 | 8 | 23525 | 12 | 24200 | 3 | 17568 |
| B.A. PLANNING | 514 | 20000 | 181 | 20180 | 87 | 18204 | 17 | 18400 | 68 | 17759 | 11 | 18800 |
| B.A. OTHER | 1120 | 23000 | 360 | 23500 | 175 | 20904 | 41 | 21476 | 134 | 20000 | 30 | 19500 |
| M.A. PLANNING | 2542 | 24000 | 629 | 23000 | 271 | 21500 | 72 | 19550 | 274 | 21350 | 108 | 22980 |
| M.A. OTHER | 1158 | 25000 | 291 | 25000 | 140 | 21592 | 34 | 20670 | 141 | 20250 | 38 | 23500 |
| LAW | 58 | 26000 | 10 | 25000 | 5 | 26000 | | | | | | |
| PH.D. | 280 | 30000 | 17 | 26000 | 4 | 28500 | | | 14 | 30725 | 3 | 20600 |
| **EXPERIENCE ONLY** | | | | | | | | | | | | |
| -1 | 83 | 15000 | 19 | 15000 | 10 | 14559 | | | 10 | 12850 | | |
| 1 | 177 | 15200 | 46 | 15050 | 27 | 13897 | 9 | 15000 | 27 | 13750 | 4 | 16250 |
| 2 | 362 | 16500 | 101 | 16500 | 47 | 15666 | 12 | 16250 | 59 | 14500 | 12 | 16976 |
| 3 | 455 | 18000 | 128 | 18000 | 61 | 16000 | 20 | 17330 | 58 | 16500 | 12 | 18250 |
| 4 | 433 | 19300 | 118 | 19100 | 53 | 17200 | 18 | 16675 | 67 | 18222 | 18 | 18900 |
| 5-6 | 929 | 21200 | 264 | 21845 | 120 | 20000 | 21 | 19300 | 104 | 20600 | 31 | 20000 |
| 7-8 | 738 | 24000 | 204 | 23550 | 93 | 21729 | 18 | 20300 | 85 | 21900 | 28 | 21169 |
| 9-10 | 632 | 25990 | 176 | 25000 | 80 | 23540 | 18 | 23980 | 59 | 23500 | 26 | 25398 |
| 11-15 | 741 | 29000 | 177 | 28000 | 90 | 26000 | 19 | 25000 | 68 | 27000 | 27 | 28600 |
| 15+ | 1250 | 32575 | 301 | 30000 | 123 | 29051 | 36 | 30797 | 107 | 32000 | 34 | 29800 |
| **DEGREE EXPERIENCE** | | | | | | | | | | | | |
| NONE -1 | | | | | | | | | | | | |
| 1 | 3 | 19000 | | | | | | | | | | |
| 2 | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | |
| 4 | 3 | 16000 | | | | | | | | | | |
| 5-6 | 6 | 25000 | 3 | 26000 | | | | | | | | |
| 7-8 | 19 | 20000 | 5 | 18500 | | | | | 3 | 21636 | | |
| 9-10 | 13 | 21468 | 7 | 20500 | | | | | | | | |
| 11-15 | 22 | 25173 | 10 | 21000 | 4 | 23750 | | | | | | |
| 15+ | 57 | 27000 | 16 | 26250 | 13 | 26572 | 5 | 25800 | 7 | 24700 | | |
| B.A. PLANNING -1 | 13 | 12000 | 5 | 10556 | | | | | | | | |
| 1 | 32 | 13621 | 10 | 15875 | 7 | 12850 | | | 5 | 12000 | | |
| 2 | 54 | 14500 | 15 | 14796 | 12 | 14575 | | | 11 | 14000 | | |
| 3 | 55 | 16000 | 19 | 17000 | 7 | 13750 | | | 10 | 13788 | | |
| 4 | 45 | 17000 | 15 | 18750 | 10 | 14760 | | | 8 | 16775 | | |
| 5-6 | 94 | 19700 | 39 | 20000 | 15 | 18300 | 3 | 19300 | 12 | 18876 | | |
| 7-8 | 68 | 22878 | 24 | 22750 | 11 | 22000 | 4 | 19134 | 7 | 21750 | | |
| 9-10 | 42 | 25860 | 21 | 25776 | 8 | 23704 | | | | | | |
| 11-15 | 39 | 30000 | 12 | 26500 | 6 | 30500 | | | 6 | 27000 | | |
| 15+ | 72 | 33526 | 21 | 28800 | 9 | 36000 | 3 | 31000 | 5 | 29000 | | |
| B.A. OTHER -1 | 16 | 13050 | 3 | 13000 | | | | | 4 | 13050 | | |
| 1 | 27 | 14000 | 11 | 14000 | 4 | 16862 | | | 4 | 11600 | | |
| 2 | 58 | 15450 | 20 | 16508 | 9 | 15500 | | | 10 | 13350 | 4 | 16122 |
| 3 | 76 | 16000 | 20 | 16900 | 13 | 15912 | 3 | 15000 | 13 | 14440 | 3 | 19000 |
| 4 | 69 | 17500 | 21 | 18700 | 11 | 15570 | 5 | 16400 | 13 | 16040 | | |
| 5-6 | 160 | 20000 | 56 | 20343 | 30 | 19572 | 4 | 17250 | 20 | 19558 | 6 | 19583 |
| 7-8 | 109 | 21500 | 31 | 21500 | 18 | 19100 | 4 | 20750 | 13 | 19768 | | |
| 9-10 | 122 | 23700 | 37 | 24000 | 21 | 23000 | 5 | 23000 | 14 | 21250 | 5 | 18000 |
| 11-15 | 169 | 26900 | 52 | 27314 | 31 | 25000 | 7 | 23900 | 17 | 23000 | | |
| 15+ | 314 | 31150 | 109 | 30000 | 36 | 27100 | 12 | 32176 | 26 | 29000 | 7 | 28300 |

(CONTINUED)

## TABLE 2. CONTINUED

| QUALIFICATIONS | | OTHER PUBLIC | | FEDERAL | | CONSULTANT | | BUSINESS | | COLLEGE OR UNIVERSITY | | NON-PROFIT | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **DEGREE ONLY** | | | | | | | | | | | | | |
| NONE | | 9 | 25600 | | | 19 | 28000 | 5 | 30000 | | | | |
| B.A. PLANNING | | 37 | 20000 | 7 | 24000 | 76 | 25000 | 14 | 25000 | 6 | 28500 | 8 | 15500 |
| B.A. OTHER | | 65 | 21000 | 29 | 27995 | 227 | 30000 | 28 | 35000 | 9 | 26000 | 15 | 20000 |
| M.A. PLANNING | | 204 | 22200 | 162 | 27136 | 492 | 27000 | 98 | 30000 | 99 | 24700 | 104 | 21875 |
| M.A. OTHER | | 117 | 25000 | 61 | 30000 | 196 | 28000 | 31 | 35000 | 51 | 25000 | 45 | 25000 |
| LAW | | 7 | 22750 | | | 9 | 40000 | 4 | 29000 | 14 | 29000 | 4 | 30250 |
| PH.D. | | 12 | 30000 | 12 | 38500 | 38 | 38000 | 6 | 30538 | 170 | 28000 | 4 | 31500 |
| **EXPERIENCE ONLY** | | | | | | | | | | | | | |
| | -1 | 5 | 14000 | 5 | 21579 | 17 | 15600 | 5 | 15000 | 6 | 20893 | | |
| | 1 | 20 | 16070 | 4 | 17812 | 17 | 15000 | 4 | 24500 | 9 | 22000 | 8 | 14725 |
| | 2 | 26 | 17020 | 14 | 20600 | 54 | 17500 | 6 | 18250 | 13 | 17900 | 14 | 13000 |
| | 3 | 43 | 19000 | 20 | 20611 | 64 | 19000 | 9 | 30000 | 10 | 22500 | 20 | 18450 |
| | 4 | 29 | 19000 | 23 | 24703 | 60 | 21000 | 8 | 25000 | 16 | 20000 | 21 | 21000 |
| | 5-6 | 86 | 20500 | 45 | 25000 | 141 | 23650 | 33 | 28000 | 42 | 20000 | 35 | 20890 |
| | 7-8 | 63 | 23000 | 28 | 27086 | 132 | 26000 | 33 | 28500 | 28 | 25500 | 19 | 25000 |
| | 9-10 | 50 | 24854 | 28 | 32356 | 108 | 30000 | 22 | 34500 | 37 | 25000 | 23 | 28000 |
| | 11-15 | 54 | 28587 | 37 | 33000 | 160 | 34000 | 33 | 32500 | 56 | 27750 | 16 | 28930 |
| | 15+ | 75 | 33000 | 71 | 39000 | 304 | 38000 | 33 | 40000 | 133 | 33000 | 23 | 33000 |
| **DEGREE** | **EXPERIENCE** | | | | | | | | | | | | |
| NONE | -1 | | | | | | | | | | | | |
| | 1 | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | |
| | 3 | | | | | | | | | | | | |
| | 4 | | | | | | | | | | | | |
| | 5-6 | | | | | | | | | | | | |
| | 7-8 | 3 | 24000 | | | 4 | 23000 | | | | | | |
| | 9-10 | | | | | | | | | | | | |
| | 11-15 | | | | | 5 | 40000 | | | | | | |
| | 15+ | 4 | 32134 | | | 7 | 28000 | 3 | 30000 | | | | |
| B.A. PLANNING | -1 | | | | | 3 | 12000 | | | | | | |
| | 1 | | | | | | | | | | | 3 | 13742 |
| | 2 | 4 | 13750 | | | 9 | 15000 | | | | | - | |
| | 3 | 5 | 15960 | | | 9 | 17680 | | | | | | |
| | 4 | | | | | 3 | 20000 | | | | | 3 | 15500 |
| | 5-6 | 8 | 19970 | | | 10 | 23250 | 3 | 16000 | | | | |
| | 7-8 | 4 | 22000 | | | 12 | 25300 | 3 | 26000 | | | | |
| | 9-10 | | | | | 5 | 30000 | | | | | | |
| | 11-15 | | | | | 8 | 34750 | 3 | 31000 | | | | |
| | 15+ | 9 | 34000 | 3 | 30875 | 16 | 36250 | | | 3 | 36000 | | |
| B.A. OTHER | -1 | | | | | 4 | 14500 | | | | | | |
| | 1 | | | | | 3 | 13200 | | | | | | |
| | 2 | 3 | 16500 | 3 | 14500 | 4 | 19500 | | | | | 3 | 12000 |
| | 3 | 6 | 15250 | | | 13 | 17160 | | | | | | |
| | 4 | 3 | 16692 | | | 3 | 18500 | | | | | | |
| | 5-6 | 9 | 19500 | 6 | 25857 | 26 | 19000 | | | | | | |
| | 7-8 | 11 | 20000 | | | 23 | 24000 | 4 | 32100 | | | | |
| | 9-10 | 10 | 21950 | 4 | 31000 | 18 | 27000 | 4 | 31000 | | | | |
| | 11-15 | 10 | 26587 | | | 41 | 30000 | 5 | 25000 | | | 3 | 30000 |
| | 15+ | 10 | 28750 | 8 | 35614 | 86 | 39500 | 11 | 38800 | 3 | 38000 | 3 | 33000 |

(CONTINUED)

## TABLE 2. CONTINUED

| QUALIFICATIONS | | ALL POSITIONS | CITY | COUNTY | JOINT CITY-COUNTY | METRO & REGIONAL | STATE |
|---|---|---|---|---|---|---|---|
| M.A. PLANNING | -1 | 30 15675 | 6 14750 | 4 13757 | | | |
| | 1 | 81 15800 | 16 16000 | 10 12600 | 5 15000 | 15 14700 | |
| | 2 | 182 16976 | 48 16541 | 18 16500 | 7 16500 | 28 15400 | 6 16976 |
| | 3 | 224 18050 | 69 18000 | 23 17400 | 11 17500 | 21 17200 | 7 17250 |
| | 4 | 213 20000 | 57 20000 | 23 19001 | 8 17150 | 26 18800 | 14 19388 |
| | 5-6 | 451 21900 | 119 22500 | 54 21000 | 11 19300 | 45 21400 | 18 20250 |
| | 7-8 | 315 24000 | 89 24500 | 38 22900 | 9 22764 | 37 22021 | 14 22400 |
| | 9-10 | 261 26300 | 64 25950 | 28 24250 | 7 25700 | 28 23000 | 13 25800 |
| | 11-15 | 292 29828 | 55 29343 | 32 26420 | 6 27250 | 27 28500 | 17 28100 |
| | 15+ | 493 34000 | 106 32100 | 41 32200 | 7 30850 | 45 33000 | 17 30200 |
| M.A. OTHER | -1 | 13 14500 | | | | | |
| | 1 | 29 15100 | 7 14700 | 5 14200 | | 3 13400 | |
| | 2 | 55 17000 | 15 16400 | 6 17387 | 3 16500 | 9 15300 | |
| | 3 | 80 18604 | 18 18716 | 16 17850 | 5 18000 | 14 17400 | |
| | 4 | 83 20000 | 21 18650 | 9 16000 | 3 20340 | 19 19100 | |
| | 5-6 | 175 21600 | 43 21800 | 18 19150 | 3 23500 | 24 20125 | 6 21000 |
| | 7-8 | 190 24800 | 54 24466 | 23 23000 | | 22 20100 | 8 18907 |
| | 9-10 | 161 26000 | 43 26000 | 23 24000 | 4 22500 | 13 25000 | 7 25500 |
| | 11-15 | 166 29500 | 46 30000 | 15 25220 | 4 26094 | 15 26040 | 6 28500 |
| | 15+ | 206 32000 | 42 31509 | 23 27000 | 9 27000 | 20 32000 | 6 30000 |
| LAW | -1 | 3 21000 | | | | | |
| | 1 | | | | | | |
| | 2 | | | | | | |
| | 3 | 4 22375 | | | | | |
| | 4 | 4 22250 | | | | | |
| | 5-6 | 12 26000 | | | | | |
| | 7-8 | 4 27500 | | | | | |
| | 9-10 | 5 29500 | | | | | |
| | 11-15 | 9 26300 | | | | | |
| | 15+ | 14 34000 | 4 26300 | | | | |
| PH.D. | -1 | 7 20785 | | | | | |
| | 1 | 3 22000 | | | | | |
| | 2 | 10 18000 | | | | | |
| | 3 | 14 24319 | | | | | |
| | 4 | 16 20042 | | | | | |
| | 5-6 | 31 26000 | | | | | |
| | 7-8 | 33 28000 | | | | 3 24000 | |
| | 9-10 | 28 28000 | 3 26500 | | | | |
| | 11-15 | 44 30350 | | | | | |
| | 15+ | 94 37250 | 3 37500 | | | 4 33225 | |
| ALL POSITIONS | | 5831 24000 | 1538 23000 | 707 21000 | 175 20300 | 648 20500 | 194 22450 |

(CONTINUED)

## TABLE 2. CONTINUED

| QUALIFICATIONS | | OTHER PUBLIC | FEDERAL | CONSULTANT | BUSINESS | COLLEGE OR UNIVERSITY | NON-PROFIT |
|---|---|---|---|---|---|---|---|
| M.A. PLANNING | -1 | | 3 21579 | 8 15750 | | | |
| | 1 | 11 16000 | | 9 16200 | | 3 18864 | 5 17120 |
| | 2 | 14 17163 | 9 20600 | 31 17500 | 5 18500 | 6 17300 | 8 15000 |
| | 3 | 23 19200 | 15 20611 | 30 19125 | 5 32000 | | 12 18108 |
| | 4 | 14 20000 | 15 24703 | 34 21000 | 6 25500 | | 12 23179 |
| | 5-6 | 45 20765 | 26 24852 | 73 24500 | 21 28000 | 12 18400 | 24 20595 |
| | 7-8 | 19 23000 | 15 29000 | 57 26000 | 18 28450 | 5 22500 | 11 24000 |
| | 9-10 | 25 26000 | 14 31000 | 49 30000 | 11 35000 | 8 23500 | 10 28179 |
| | 11-15 | 20 27500 | 22 32167 | 72 35000 | 18 35925 | 14 22150 | 8 28930 |
| | 15+ | 32 35000 | 41 39300 | 129 38000 | 10 40000 | 48 30000 | 12 41300 |
| M.A. OTHER | -1 | 3 14500 | | | | | |
| | 1 | 6 17340 | | 3 16000 | | | |
| | 2 | 5 17500 | | 10 18500 | | | 3 16400 |
| | 3 | 4 17960 | 3 24000 | 8 19500 | | | 5 21500 |
| | 4 | 8 19650 | | 13 22000 | | 3 13500 | 4 22031 |
| | 5-6 | 20 22400 | 10 24850 | 27 22000 | 7 35000 | 7 23000 | 7 24000 |
| | 7-8 | 22 23500 | 10 25900 | 32 28000 | 4 28500 | 5 26500 | 7 29000 |
| | 9-10 | 12 24150 | 7 37000 | 31 30000 | 5 25000 | 6 23352 | 9 28500 |
| | 11-15 | 19 30000 | 11 40000 | 29 35000 | 6 35500 | 8 26000 | 4 27000 |
| | 15+ | 18 32250 | 15 41000 | 41 36000 | 7 50000 | 17 30000 | 6 24770 |
| LAW | -1 | | | | | | |
| | 1 | | | | | | |
| | 2 | | | | | | |
| | 3 | | | | | | |
| | 4 | | | | | | |
| | 5-6 | | | | | | |
| | 7-8 | | | | | | |
| | 9-10 | | | | | | |
| | 11-15 | | | | | | |
| | 15+ | | | 3 50000 | | 6 35000 | |
| PH.D. | -1 | | | | | 5 20785 | |
| | 1 | | | | | | |
| | 2 | | | | | 5 17900 | |
| | 3 | 3 33000 | | 3 23750 | | 6 22500 | |
| | 4 | | | | | 10 22042 | |
| | 5-6 | | | 3 26300 | | 20 24000 | |
| | 7-8 | 3 27400 | | 4 35500 | 3 35000 | 16 27100 | |
| | 9-10 | | | 3 75000 | | 18 25000 | |
| | 11-15 | | | 3 47000 | | 32 30000 | |
| | 15+ | | 4 50100 | 22 40500 | | 56 36800 | |
| ALL POSITIONS | | 457 23000 | 277 28818 | 1062 28000 | 187 30000 | 352 26000 | 183 23588 |

## TABLE 3. MEDIAN SALARIES OF PUBLIC AGENCY PLANNERS, BY QUALIFICATIONS AND SIZE OF JURISDICTION

| QUALIFICATIONS | ALL POSITIONS | 1,000,000 AND OVER | 500,000-999,999 | 250,000-499,999 | 100,000-249,999 | 50,000-99,999 | 25,000-49,999 | 10,000-24,999 | UNDER 10,000 |
|---|---|---|---|---|---|---|---|---|---|
| **DEGREE ONLY** | | | | | | | | | |
| NONE | 100 22056 | 10 24550 | 11 25600 | 10 25003 | 13 25500 | 19 21100 | 20 20250 | 13 18000 | 4 17464 |
| B.A. PLANNING | 401 19500 | 31 19700 | 29 20000 | 34 17650 | 76 19550 | 80 19117 | 64 20500 | 59 18300 | 28 18100 |
| B.A. OTHER | 805 22000 | 103 23000 | 93 24000 | 92 23000 | 145 23500 | 156 20900 | 115 21000 | 72 21325 | 29 19500 |
| M.A. PLANNING | 1558 22000 | 328 23250 | 244 23450 | 212 22000 | 252 20900 | 212 22000 | 174 22000 | 103 21136 | 33 18800 |
| M.A. OTHER | 761 23000 | 153 25500 | 79 22000 | 83 21000 | 128 22500 | 135 23000 | 101 22000 | 59 21000 | 23 20340 |
| LAW | 25 25000 | 6 23375 | | 5 25000 | | 6 26100 | 3 25000 | | |
| PH.D. | 50 29000 | 13 32000 | 8 28500 | 6 27444 | 11 28000 | 7 23000 | 3 30000 | | |
| **EXPERIENCE ONLY** | | | | | | | | | |
| -1 | 48 14500 | 9 14518 | 6 14200 | 6 12280 | 7 14500 | 5 13000 | 6 16800 | 6 15078 | 3 11000 |
| 1 | 133 15000 | 18 15950 | 16 16000 | 11 14052 | 30 14724 | 19 14128 | 12 14000 | 19 16130 | 8 14750 |
| 2 | 257 16000 | 45 16800 | 30 16200 | 36 16150 | 43 14952 | 35 15897 | 33 16162 | 20 16400 | 15 15200 |
| 3 | 322 17500 | 46 19000 | 39 17500 | 41 17250 | 48 17450 | 57 16818 | 48 17708 | 31 17992 | 12 17086 |
| 4 | 303 18700 | 45 19200 | 32 19850 | 31 19300 | 67 17500 | 48 18500 | 35 17000 | 30 19320 | 15 19000 |
| 5-6 | 626 20975 | 100 21000 | 70 20567 | 74 21225 | 107 20500 | 104 20650 | 85 20580 | 63 21400 | 23 20000 |
| 7-8 | 491 22500 | 96 23400 | 60 23000 | 63 21300 | 56 22000 | 86 22000 | 66 23000 | 49 22800 | 15 20420 |
| 9-10 | 409 25000 | 68 27000 | 51 25500 | 38 26368 | 63 24960 | 79 23850 | 62 24918 | 36 22046 | 12 24400 |
| 11-15 | 435 27000 | 81 29600 | 62 28810 | 49 27500 | 81 27000 | 73 27000 | 55 25800 | 26 25250 | 8 22985 |
| 15+ | 676 30493 | 136 33000 | 100 32676 | 93 32000 | 124 31000 | 109 28872 | 78 28250 | 29 22600 | 7 26000 |
| **DEGREE EXPERIENCE** | | | | | | | | | |
| NONE -1 | | | | | | | | | |
| 1 | | | | | | | | | |
| 2 | | | | | | | | | |
| 3 | | | | | | | | | |
| 4 | 3 16000 | | | | | | | | |
| 5-6 | 5 24000 | | | | | | | | |
| 7-8 | 14 20000 | | | | | | | 3 18500 | |
| 9-10 | 8 20984 | | | | | | | | |
| 11-15 | 17 22000 | | | | | 3 18500 | 7 27000 | | |
| 15+ | 47 25900 | 6 27350 | 7 29100 | 6 28286 | 8 26574 | 10 21125 | 6 29350 | 3 14714 | |
| B.A. PLANNING -1 | 9 12000 | | | | | 3 12000 | | | |
| 1 | 27 12850 | | | | 5 11225 | 6 13400 | 3 12850 | 6 16125 | |
| 2 | 45 14490 | 4 14500 | 3 17400 | 4 14750 | 13 14197 | 5 13000 | 3 15000 | 7 14796 | 6 13755 |
| 3 | 42 15830 | | | 8 13875 | 6 13588 | 8 14232 | 10 17000 | 6 17496 | |
| 4 | 37 16740 | | | | 6 16702 | 10 17750 | 6 17590 | 9 16740 | |
| 5-6 | 78 19650 | 5 19700 | 5 18000 | 3 19929 | 16 19845 | 17 19234 | 14 19514 | 10 19975 | 8 19800 |
| 7-8 | 51 22000 | 3 20000 | 5 20000 | | 6 23176 | 14 21875 | 6 23000 | 10 22242 | 5 22000 |
| 9-10 | 35 25000 | | | | 10 24280 | 6 26025 | 8 26490 | 5 20000 | |
| 11-15 | 28 27000 | | 5 27000 | | 5 27000 | 4 25784 | 6 28770 | 4 23500 | |
| 15+ | 49 30325 | 8 33500 | 7 36000 | 9 30300 | 8 34000 | 7 28800 | 8 27800 | | |
| B.A. OTHER -1 | 11 13100 | | | | | | | | |
| 1 | 21 14000 | | | | | 4 13050 | 5 14500 | 4 12470 | |
| 2 | 46 15500 | 8 16583 | 3 12900 | 9 15500 | 3 13000 | 7 14445 | 10 15958 | 3 17600 | 3 16500 |
| 3 | 58 15956 | 8 17500 | 7 15500 | 3 16050 | 10 15175 | 15 14000 | 6 16206 | 7 18500 | |
| 4 | 55 17000 | 7 17500 | 6 17500 | 4 17611 | 11 15515 | 11 16400 | 9 15967 | 3 20750 | 4 19000 |
| 5-6 | 125 19800 | 13 21000 | 9 20000 | 13 20000 | 23 19800 | 27 19500 | 21 19644 | 12 18850 | 7 21000 |
| 7-8 | 79 20600 | 13 22000 | 6 22350 | 11 19768 | 9 22000 | 17 19200 | 8 19900 | 10 22150 | 5 20000 |
| 9-10 | 92 23000 | 12 21602 | 12 22000 | 7 25000 | 13 26000 | 20 23072 | 15 21000 | 11 23000 | |
| 11-15 | 118 25450 | 10 26500 | 17 27000 | 13 26000 | 27 25260 | 25 25000 | 14 25000 | 9 25000 | 3 20970 |
| 15+ | 200 29111 | 29 30728 | 30 29150 | 28 30650 | 45 30000 | 30 29026 | 25 26400 | 11 21600 | |

(CONTINUED)

## TABLE 3. CONTINUED

| QUALIFICATIONS | | ALL POSITIONS | 1,000,000 AND OVER | 500,000-999,999 | 250,000-499,999 | 100,000-249,999 | 50,000-99,999 | 25,000-49,999 | 10,000-24,999 | UNDER 10,000 |
|---|---|---|---|---|---|---|---|---|---|---|
| M.A. PLANNING | -1 | 15 14518 | 4 15009 | 4 14350 | | 3 14500 | | | | |
| | 1 | 58 15300 | 9 16200 | 10 15715 | 6 14026 | 16 15000 | 3 15000 | 3 16000 | 7 16140 | 4 13050 |
| | 2 | 121 16500 | 28 16926 | 17 15800 | 16 16650 | 22 15400 | 19 16468 | 10 16481 | 4 16900 | 5 16000 |
| | 3 | 154 17883 | 26 19000 | 18 17663 | 18 17625 | 26 17850 | 21 17772 | 26 18150 | 12 16910 | 7 18000 |
| | 4 | 142 19400 | 30 19788 | 18 20000 | 20 19900 | 33 18169 | 12 19463 | 13 18872 | 13 20000 | 3 19000 |
| | 5-6 | 292 21400 | 50 21098 | 46 21000 | 46 21501 | 42 21250 | 40 21750 | 31 21000 | 32 23420 | 5 19500 |
| | 7-8 | 206 23475 | 46 23425 | 30 24000 | 33 22600 | 26 21589 | 29 23200 | 28 24000 | 11 24000 | 3 20000 |
| | 9-10 | 165 25208 | 34 27300 | 29 25700 | 19 26135 | 22 25750 | 27 23000 | 20 25000 | 11 20908 | 3 26000 |
| | 11-15 | 157 28100 | 40 26550 | 32 29000 | 18 28750 | 26 26500 | 23 30000 | 13 25800 | 4 28500 | |
| | 15+ | 248 32300 | 61 35000 | 40 34273 | 36 32750 | 36 33169 | 37 29000 | 29 30000 | 8 24416 | |
| M.A. OTHER | -1 | 10 14500 | | | 3 12060 | | | | | |
| | 1 | 23 15000 | 4 14413 | | | 7 15000 | 6 14564 | | | |
| | 2 | 39 16400 | 5 17500 | 7 18382 | 6 17371 | 3 16043 | 3 16000 | 8 15750 | 6 17606 | |
| | 3 | 59 18000 | 8 18750 | 11 19900 | 10 17930 | 4 18400 | 13 17200 | 6 16700 | 4 18216 | 3 16200 |
| | 4 | 61 19000 | 5 22000 | 6 20550 | 5 20000 | 15 17000 | 14 19000 | 7 16500 | 3 18650 | 6 20070 |
| | 5-6 | 114 20790 | 26 21000 | 8 18600 | 11 22000 | 23 20000 | 16 20500 | 19 21800 | 8 21750 | 3 18000 |
| | 7-8 | 130 23000 | 28 25000 | 15 21400 | 13 20000 | 14 22100 | 22 23500 | 22 23600 | 14 24500 | |
| | 9-10 | 102 25000 | 20 27232 | 7 26000 | 10 26700 | 18 22400 | 23 26000 | 15 23000 | 7 22600 | |
| | 11-15 | 105 28000 | 25 30036 | 8 29825 | 13 26500 | 19 27000 | 15 27000 | 15 25638 | 7 30000 | 3 25000 |
| | 15+ | 118 31009 | 31 34000 | 14 30550 | 11 30000 | 24 30690 | 22 30500 | 8 29473 | 6 31750 | |
| LAW | -1 | | | | | | | | | |
| | 1 | | | | | | | | | |
| | 2 | | | | | | | | | |
| | 3 | 3 22000 | | | | | | | | |
| | 4 | | | | | | | | | |
| | 5-6 | 6 21625 | | | | | | | | |
| | 7-8 | | | | | | | | | |
| | 9-10 | 3 25500 | | | | | | | | |
| | 11-15 | 4 27100 | | | | | | | | |
| | 15+ | 4 26300 | | | | | | | | |
| PH.D. | -1 | | | | | | | | | |
| | 1 | | | | | | | | | |
| | 2 | 4 23000 | | | | | | | | |
| | 3 | 4 28944 | | | | | | | | |
| | 4 | 4 19081 | | | | | | | | |
| | 5-6 | 6 31350 | 3 32000 | | | | | | | |
| | 7-8 | 9 24000 | 3 27400 | | | | | | | |
| | 9-10 | 4 28250 | | | | | | | | |
| | 11-15 | 6 31000 | 3 32000 | | | | | | | |
| | 15+ | 10 34000 | | | | 3 31450 | | | | |
| ALL POSITIONS | | 3719 22000 | 646 24000 | 467 23500 | 446 22000 | 628 21657 | 617 21568 | 483 22000 | 312 20140 | 120 19000 |

## TABLE 4. MEDIAN PLANNERS' SALARIES, BY QUALIFICATIONS, SEX, AND MINORITY GROUPS

| QUALIFICATIONS | ALL RESPOND | | MEN | | WOMEN | | MAJORITY | | MINORITIES | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | BLACK | | MEXICAN-AMERICAN | | PUERTO RICAN | | ASIAN-AMERICAN | | AMERICAN INDIAN | |
| **DEGREE ONLY** | | | | | | | | | | | | | | | | | | |
| NONE | 128 | 24000 | 114 | 24550 | 14 | 18087 | 119 | 24400 | 3 | 22900 | | | | | 4 | 17250 | | |
| B.A. PLANNING | 514 | 20000 | 457 | 20000 | 57 | 16640 | 486 | 20000 | 7 | 14300 | 6 | 25690 | | | 14 | 22200 | | |
| B.A. OTHER | 1120 | 23000 | 985 | 24000 | 135 | 17000 | 1067 | 23000 | 18 | 18851 | 16 | 26248 | | | 14 | 28000 | 4 | 19770 |
| M.A. PLANNING | 2542 | 24000 | 2108 | 25000 | 434 | 20000 | 2384 | 24000 | 76 | 22000 | 12 | 24350 | | | 61 | 24703 | 7 | 24000 |
| M.A. OTHER | 1158 | 25000 | 998 | 25000 | 160 | 21000 | 1101 | 25000 | 21 | 23032 | 8 | 22940 | | | 24 | 25000 | 5 | 30000 |
| LAW | 58 | 26000 | 56 | 26000 | | | 56 | 26000 | | | | | | | | | | |
| PH.D. | 280 | 30000 | 258 | 30000 | 22 | 24000 | 263 | 30000 | 6 | 27000 | | | | | 9 | 26000 | | |
| **EXPERIENCE ONLY** | | | | | | | | | | | | | | | | | | |
| -1 | 83 | 15000 | 50 | 15078 | 33 | 14500 | 78 | 15000 | | | | | | | | | | |
| 1 | 177 | 15200 | 118 | 15150 | 59 | 15200 | 170 | 15099 | 4 | 19450 | | | | | | | | |
| 2 | 362 | 16500 | 231 | 16500 | 131 | 16000 | 345 | 16468 | 10 | 17057 | | | | | 5 | 20000 | | |
| 3 | 455 | 18000 | 348 | 18000 | 107 | 18000 | 433 | 18000 | 10 | 17250 | 3 | 20000 | | | 8 | 19925 | | |
| 4 | 433 | 19200 | 332 | 19381 | 101 | 19000 | 403 | 19300 | 16 | 20458 | | | | | 7 | 18194 | 5 | 16040 |
| 5-6 | 929 | 21200 | 770 | 21400 | 159 | 21000 | 864 | 21200 | 33 | 19080 | 10 | 21776 | | | 20 | 24352 | | |
| 7-8 | 738 | 24000 | 656 | 24000 | 82 | 23125 | 690 | 24000 | 16 | 25042 | 8 | 31681 | | | 21 | 23000 | 3 | 24000 |
| 9-10 | 632 | 25990 | 572 | 26000 | 60 | 24000 | 584 | 26000 | 20 | 23750 | 10 | 25740 | | | 16 | 25350 | | |
| 11-15 | 741 | 29000 | 684 | 29000 | 57 | 26000 | 704 | 29000 | 10 | 39700 | | | | | 24 | 26500 | | |
| 15+ | 1250 | 32575 | 1215 | 33000 | 35 | 26800 | 1205 | 32864 | 10 | 32000 | 7 | 30000 | | | 23 | 31066 | 5 | 40000 |
| **DEGREE EXPERIENCE** | | | | | | | | | | | | | | | | | | |
| NONE -1 | | | | | | | | | | | | | | | | | | |
| 1 | 3 | 19000 | | | | | | | | | | | | | | | | |
| 2 | | | | | | | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | | | | | | | |
| 4 | 3 | 16000 | | | | | | | | | | | | | | | | |
| 5-6 | 6 | 25000 | 5 | 24000 | | | 6 | 25000 | | | | | | | | | | |
| 7-8 | 19 | 20000 | 17 | 21000 | | | 17 | 21000 | | | | | | | | | | |
| 9-10 | 13 | 21468 | 12 | 21780 | | | 13 | 21468 | | | | | | | | | | |
| 11-15 | 22 | 25173 | 20 | 25173 | | | 21 | 25345 | | | | | | | | | | |
| 15+ | 57 | 27000 | 53 | 27248 | 4 | 21650 | 54 | 26786 | | | | | | | | | | |
| B.A. PLANNING -1 | 13 | 12000 | 9 | 12000 | 4 | 12000 | 11 | 12000 | | | | | | | | | | |
| 1 | 32 | 13621 | 25 | 13500 | 7 | 13742 | 32 | 13621 | | | | | | | | | | |
| 2 | 54 | 14500 | 39 | 15000 | 15 | 14000 | 53 | 14500 | | | | | | | | | | |
| 3 | 55 | 16000 | 49 | 16000 | 6 | 16780 | 54 | 15980 | | | | | | | | | | |
| 4 | 45 | 17000 | 37 | 16500 | 8 | 17750 | 43 | 17000 | | | | | | | | | | |
| 5-6 | 94 | 19700 | 84 | 19450 | 10 | 20315 | 87 | 19800 | 3 | 14000 | | | | | | | | |
| 7-8 | 68 | 22878 | 64 | 23000 | 4 | 20000 | 63 | 22755 | | | | | | | 3 | 23000 | | |
| 9-10 | 42 | 25860 | 41 | 25776 | | | 37 | 25944 | | | | | | | 3 | 25776 | | |
| 11-15 | 39 | 30000 | 38 | 30000 | | | 37 | 30000 | | | | | | | | | | |
| 15+ | 72 | 33526 | 71 | 33532 | | | 69 | 33532 | | | | | | | 3 | 29950 | | |
| B.A. OTHER -1 | 16 | 13050 | 8 | 14078 | 8 | 13050 | 15 | 13100 | | | | | | | | | | |
| 1 | 27 | 14000 | 16 | 13670 | 11 | 14200 | 26 | 13920 | | | | | | | | | | |
| 2 | 58 | 15450 | 38 | 15400 | 20 | 15699 | 55 | 15400 | | | | | | | | | | |
| 3 | 76 | 16000 | 56 | 16025 | 20 | 15956 | 73 | 16000 | | | | | | | | | | |
| 4 | 69 | 17500 | 50 | 17500 | 19 | 17000 | 65 | 17500 | | | | | | | | | 3 | 16040 |
| 5-6 | 160 | 20000 | 138 | 20000 | 22 | 17250 | 152 | 20000 | 5 | 18100 | | | | | | | | |
| 7-8 | 109 | 21500 | 99 | 21500 | 10 | 19760 | 100 | 21500 | | | 4 | 26424 | | | 3 | 20000 | | |
| 9-10 | 122 | 23700 | 115 | 23916 | 7 | 20000 | 115 | 23916 | 5 | 20300 | | | | | | | | |
| 11-15 | 169 | 26900 | 156 | 27000 | 13 | 22400 | 166 | 26950 | | | | | | | 3 | 26000 | | |
| 15+ | 314 | 31150 | 309 | 31300 | 5 | 28000 | 300 | 31150 | 3 | 32000 | 5 | 30000 | | | 5 | 40000 | | |

(CONTINUED)

## TABLE 4. CONTINUED

| QUALIFICATIONS | | ALL RESPOND | | MEN | | WOMEN | | MAJORITY | | MINORITIES | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | | | | | | | | | | BLACK | | MEXICAN-AMERICAN | PUERTO RICAN | ASIAN-AMERICAN | AMERICAN INDIAN |
| M.A. PLANNING | -1 | 30 | 15675 | 18 | 15550 | 12 | 15875 | 29 | 15600 | | | | | | |
| | 1 | 81 | 15800 | 49 | 16000 | 32 | 15550 | 78 | 15820 | | | | | | |
| | 2 | 182 | 16976 | 105 | 17000 | 77 | 16614 | 174 | 16976 | 6 | 16310 | | | | |
| | 3 | 224 | 18050 | 164 | 18154 | 60 | 18000 | 210 | 18154 | 8 | 17250 | | | 3 | 18000 |
| | 4 | 213 | 20000 | 156 | 20000 | 57 | 20000 | 197 | 20000 | 10 | 19958 | | | 5 | 20000 |
| | 5-6 | 451 | 21900 | 356 | 21968 | 95 | 21500 | 417 | 21900 | 18 | 20000 | 4 22776 | | 11 | 24703 |
| | 7-8 | 315 | 24000 | 273 | 24000 | 42 | 24000 | 294 | 24000 | 11 | 26675 | | | 6 | 25500 |
| | 9-10 | 261 | 26300 | 233 | 26985 | 28 | 24000 | 237 | 26447 | 10 | 24750 | 3 30000 | | 11 | 22845 |
| | 11-15 | 292 | 29828 | 275 | 30000 | 17 | 26000 | 270 | 30000 | 6 | 41250 | | | 14 | 26500 |
| | 15+ | 493 | 34000 | 479 | 34000 | 14 | 26350 | 478 | 33999 | 5 | 36000 | | | 8 | 30958 |
| M.A. OTHER | -1 | 13 | 14500 | 7 | 15000 | 6 | 14500 | 13 | 14500 | | | | | | |
| | 1 | 29 | 15100 | 22 | 15099 | 7 | 16000 | 27 | 15097 | | | | | | |
| | 2 | 55 | 17000 | 38 | 17638 | 17 | 16400 | 53 | 17000 | | | | | | |
| | 3 | 80 | 18504 | 60 | 19000 | 20 | 18430 | 78 | 18500 | | | | | | |
| | 4 | 83 | 20000 | 69 | 20000 | 14 | 17050 | 78 | 19480 | 4 | 24241 | | | | |
| | 5-6 | 175 | 21600 | 147 | 22000 | 28 | 21000 | 163 | 21400 | 5 | 22000 | | | 5 | 25000 |
| | 7-8 | 190 | 24800 | 168 | 24500 | 22 | 25500 | 181 | 25000 | | | | | 6 | 23542 |
| | 9-10 | 161 | 26000 | 143 | 26000 | 18 | 25000 | 150 | 26000 | 4 | 25641 | 3 23280 | | | |
| | 11-15 | 166 | 29500 | 147 | 29500 | 19 | 30000 | 160 | 29500 | 3 | 23000 | | | 3 | 33000 |
| | 15+ | 206 | 32000 | 197 | 32000 | 9 | 30000 | 198 | 32000 | | | | | 5 | 30100 |
| LAW | -1 | 3 | 21000 | 3 | 21000 | | | 3 | 21000 | | | | | | |
| | 1 | | | | | | | | | | | | | | |
| | 2 | | | | | | | | | | | | | | |
| | 3 | 4 | 22375 | 4 | 22375 | | | 4 | 22375 | | | | | | |
| | 4 | 4 | 22250 | 3 | 22000 | | | 4 | 22250 | | | | | | |
| | 5-6 | 12 | 26000 | 12 | 26000 | | | 11 | 26000 | | | | | | |
| | 7-8 | 4 | 27500 | 4 | 27500 | | | 4 | 27500 | | | | | | |
| | 9-10 | 5 | 29500 | 5 | 29500 | | | 5 | 29500 | | | | | | |
| | 11-15 | 9 | 26300 | 8 | 26502 | | | 8 | 25702 | | | | | | |
| | 15+ | 14 | 34000 | 14 | 34000 | | | 14 | 34000 | | | | | | |
| PH.D. | -1 | 7 | 20785 | 5 | 20785 | | | 6 | 22393 | | | | | | |
| | 1 | 3 | 22000 | | | | | 3 | 22000 | | | | | | |
| | 2 | 10 | 18000 | 9 | 18000 | | | 7 | 17900 | | | | | | |
| | 3 | 14 | 24319 | 13 | 23750 | | | 12 | 23375 | | | | | | |
| | 4 | 16 | 20042 | 15 | 20000 | | | 15 | 20000 | | | | | | |
| | 5-6 | 31 | 26000 | 28 | 26000 | 3 | 15000 | 28 | 26000 | | | | | | |
| | 7-8 | 33 | 28000 | 31 | 28000 | | | 31 | 28000 | | | | | | |
| | 9-10 | 28 | 28000 | 23 | 28000 | 5 | 28000 | 27 | 28000 | | | | | | |
| | 11-15 | 44 | 30350 | 40 | 30450 | 4 | 27000 | 42 | 30450 | | | | | | |
| | 15+ | 94 | 37250 | 92 | 37750 | | | 92 | 36800 | | | | | | |
| ALL POSITIONS | | 5831 | 24000 | 5002 | 24842 | 829 | 19300 | 5505 | 24000 | 132 | 22000 | 44 24774 | 5 19000 | 128 | 25000 | 19 24000 |

**TABLE 5. EDUCATION AND YEARS OF PLANNING EXPERIENCE, BY SEX AND MAJORITY/MINORITY GROUP MEMBERSHIP, IN PERCENT**

| Qualifications | All Respondents | Men | Women | Majority | Minority |
|---|---|---|---|---|---|
| Degree: None | 2.2 | 2.3 | 1.7 | 2.1 | 2.1 |
| B.A. Planning | 9.0 | 9.1 | 7.0 | 8.9 | 8.4 |
| B.A. Other | 19.0 | 19.8 | 16.4 | 19.4 | 16.4 |
| M.A. Planning | 43.6 | 42.4 | 52.8 | 43.6 | 50.0 |
| M.A. Other | 20.2 | 20.1 | 19.4 | 20.1 | 18.4 |
| Law | 1.0 | 1.1 | - | 1.0 | - |
| Ph.D. | 5.0 | 5.2 | 2.7 | 4.9 | 4.7 |
| Experience: Less than 1 year | 1.4 | 1.0 | 4.0 | 1.4 | 0 |
| 1 year | 3.0 | 2.4 | 7.1 | 3.1 | 1.4 |
| 2 yrs. | 6.2 | 4.6 | 15.9 | 6.3 | 5.0 |
| 3 yrs. | 7.9 | 6.8 | 13.0 | 7.9 | 7.0 |
| 4 yrs. | 7.4 | 6.8 | 12.2 | 7.4 | 9.3 |
| 5 - 6 yrs. | 16.0 | 15.5 | 19.3 | 15.8 | 20.8 |
| 7 - 8 yrs. | 12.8 | 13.2 | 10.0 | 12.6 | 15.3 |
| 9 -10 yrs. | 10.9 | 11.5 | 7.2 | 10.7 | 15.2 |
| 11 -15 yrs. | 12.8 | 13.8 | 7.0 | 12.8 | 11.1 |
| over 15 yrs. | 21.6 | 24.4 | 4.3 | 22.0 | 14.9 |

## TABLE 6. SUMMARY OF DIRECTORS' SALARIES, BY JURISDICTION AND POPULATION

| JURISDICTION AND POPULATION | NUMBER OF POSITIONS REPORTING | LOWEST | FIRST QUARTILE | SECOND QUARTILE (MEDIAN) | THIRD QUARTILE | HIGHEST |
|---|---|---|---|---|---|---|
| CITIES | 463 | 10550 | 21214 | 26000 | 31000 | 54500 |
| 1,000,000+ | | | | | | |
| 500,000-999,999 | 9 | 17400 | 26500 | 32500 | 37500 | 52000 |
| 250,000-499,999 | 14 | 15500 | 25000 | 35000 | 39000 | 50200 |
| 100,000-249,999 | 52 | 13500 | 29692 | 34894 | 38600 | 53000 |
| 50,000- 99,999 | 100 | 15000 | 25000 | 29678 | 32930 | 46500 |
| 25,000- 49,999 | 135 | 15000 | 22000 | 26000 | 30000 | 54500 |
| 10,000- 24,999 | 104 | 11100 | 18500 | 22296 | 26000 | 38000 |
| UNDER 10,000 | 47 | 10550 | 15000 | 19000 | 22000 | 40000 |
| COUNTIES | 210 | 12000 | 19000 | 23293 | 29000 | 48501 |
| 1,000,000+ | | | | | | |
| 500,000-999,999 | 17 | 18000 | 32266 | 36000 | 41750 | 48501 |
| 250,000-499,999 | 21 | 12164 | 24550 | 27500 | 32600 | 40584 |
| 100,000-249,999 | 47 | 13332 | 24149 | 26000 | 30000 | 45000 |
| 50,000- 99,999 | 55 | 15500 | 18500 | 21219 | 24644 | 34260 |
| 25,000- 49,999 | 32 | 12000 | 17000 | 20000 | 21792 | 32300 |
| 10,000- 24,999 | 25 | 12000 | 17329 | 20000 | 22100 | 29000 |
| UNDER 10,000 | 9 | 12305 | 13550 | 18500 | 19300 | 25000 |
| CITY-COUNTY | 43 | 14500 | 20420 | 24000 | 31000 | 43000 |
| 1,000,000+ | | | | | | |
| 500,000-999,999 | | | | | | |
| 250,000-499,999 | | | | | | |
| 100,000-249,999 | 6 | 25688 | 27844 | 30500 | 32000 | 33576 |
| 50,000- 99,999 | 14 | 16515 | 21625 | 23900 | 25968 | 33950 |
| 25,000- 49,999 | 11 | 14500 | 15000 | 20500 | 23490 | 27600 |
| 10,000- 24,999 | | | | | | |
| UNDER 10,000 | | | | | | |
| METRO & REGIONAL | 150 | 11200 | 22000 | 27000 | 33055 | 55000 |
| 1,000,000+ | 12 | 24400 | 30000 | 35400 | 44203 | 53000 |
| 500,000-999,999 | 15 | 14400 | 30500 | 33520 | 39250 | 55000 |
| 250,000-499,999 | 29 | 11200 | 27206 | 32000 | 35000 | 46000 |
| 100,000-249,999 | 52 | 13800 | 22000 | 25250 | 28700 | 44000 |
| 50,000- 99,999 | 27 | 16200 | 18500 | 21750 | 23700 | 40000 |
| 25,000- 49,999 | 11 | 17000 | 19500 | 23700 | 28750 | 35000 |
| 10,000- 24,999 | | | | | | |
| UNDER 10,000 | | | | | | |
| STATES | 13 | 14000 | 20500 | 29000 | 32363 | 46200 |
| 2,500,000+ | | | | | | |
| 1,000,000-2,499,999 | | | | | | |
| 500,000- 999,999 | | | | | | |
| UNDER 500,000 | | | | | | |
| OTHER PUBLIC AGENCIES | 85 | 13500 | 20883 | 26000 | 33290 | 60000 |
| FEDERAL GOVERNMENT CONSULTANTS | 338 | 6000 | 26000 | 35000 | 45000 | 200000 |
| OTHER INDUSTRY/BUSINESS COLLEGE OR UNIVERSITY NONPROFIT GROUPS | 50 | 12000 | 19550 | 25750 | 31544 | 65000 |
| ALL POSITIONS | 1352 | 6000 | 21500 | 27000 | 35000 | 200000 |

## TABLE 7. LENGTH OF SERVICE OF PLANNERS, BY JURISDICTION AND POPULATION

| JURISDICTION AND POPULATION | MEDIAN ALL POSITN | LENGTH OF SERVICE BY NUMBER OF PLANNERS | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | UNDER 1 YR. | 1 YR. | 2 YRS. | 3 YRS. | 4 YRS. | 5-6 YRS. | 7-8 YRS | 9-10 YRS. | 11-15 YRS. | 15+ YRS. |
| CITIES | 3.6 | 179 | 161 | 265 | 156 | 120 | 215 | 126 | 92 | 108 | 115 |
| 1,000,000+ | 6.7 | 8 | 7 | 4 | 8 | 5 | 10 | 12 | 12 | 4 | 19 |
| 500,000-999,999 | 5.1 | 10 | 11 | 11 | 6 | 8 | 20 | 9 | 8 | 14 | 7 |
| 250,000-499,999 | 4.9 | 6 | 10 | 15 | 15 | 11 | 14 | 13 | 6 | 8 | 23 |
| 100,000-249,999 | 4.7 | 18 | 13 | 32 | 21 | 14 | 27 | 11 | 13 | 21 | 32 |
| 50,000- 99,999 | 3.8 | 43 | 27 | 63 | 40 | 29 | 52 | 30 | 31 | 28 | 22 |
| 25,000- 49,999 | 3.1 | 45 | 45 | 66 | 35 | 28 | 55 | 33 | 18 | 24 | 7 |
| 10,000- 24,999 | 2.3 | 33 | 40 | 52 | 20 | 20 | 34 | 17 | 3 | 7 | 4 |
| UNDER 10,000 | 2.0 | 16 | 8 | 22 | 11 | 5 | 3 | 1 | 1 | 2 | 1 |
| COUNTIES | 3.6 | 77 | 77 | 99 | 94 | 56 | 96 | 65 | 57 | 51 | 34 |
| 1,000,000+ | 4.3 | 8 | 5 | 10 | 8 | 4 | 11 | 7 | 4 | 5 | 6 |
| 500,000-999,999 | 5.6 | 8 | 11 | 11 | 15 | 8 | 21 | 13 | 18 | 17 | 8 |
| 250,000-499,999 | 4.6 | 8 | 11 | 16 | 15 | 6 | 16 | 14 | 9 | 9 | 10 |
| 100,000-249,999 | 3.6 | 17 | 14 | 23 | 20 | 14 | 19 | 14 | 14 | 11 | 7 |
| 50,000- 99,999 | 3.1 | 16 | 17 | 15 | 16 | 11 | 16 | 8 | 8 | 5 | 2 |
| 25,000- 49,999 | 2.9 | 9 | 7 | 8 | 12 | 7 | 6 | 7 | | 2 | 1 |
| 10,000- 24,999 | 2.1 | 7 | 8 | 12 | 3 | 5 | 5 | 1 | 3 | 1 | |
| UNDER 10,000 | 2.3 | 4 | 4 | 4 | 5 | 1 | 2 | 1 | 1 | 1 | |
| CITY-COUNTY | 4.0 | 16 | 19 | 31 | 12 | 19 | 21 | 18 | 11 | 14 | 14 |
| 1,000,000+ | | | | | | | | | | | |
| 500,000-999,999 | 4.5 | | 5 | 6 | 2 | 5 | 5 | 2 | 3 | 5 | 3 |
| 250,000-499,999 | 4.5 | 4 | 2 | 5 | 3 | 3 | 1 | 4 | 4 | 3 | 6 |
| 100,000-249,999 | 4.8 | 3 | 2 | 5 | 1 | 4 | 7 | 4 | 1 | 2 | 3 |
| 50,000- 99,999 | 3.2 | 4 | 7 | 7 | 3 | 4 | 5 | 4 | 2 | 2 | 2 |
| 25,000- 49,999 | 2.4 | 3 | 1 | 7 | 2 | 1 | 2 | 3 | 1 | 1 | |
| 10,000- 24,999 | 3.5 | 2 | | | 1 | 1 | | 1 | | 1 | |
| UNDER 10,000 | 1.5 | | 2 | 1 | | 1 | 1 | | | | |
| METRO & REGIONAL | 3.6 | 80 | 75 | 90 | 76 | 59 | 103 | 62 | 41 | 42 | 20 |
| 1,000,000+ | 4.6 | 15 | 13 | 19 | 14 | 11 | 30 | 10 | 13 | 17 | 6 |
| 500,000-999,999 | 4.2 | 13 | 9 | 8 | 11 | 10 | 14 | 14 | 7 | 6 | 5 |
| 250,000-499,999 | 3.6 | 13 | 12 | 18 | 18 | 12 | 16 | 16 | 6 | 6 | 7 |
| 100,000-249,999 | 3.1 | 19 | 32 | 29 | 20 | 23 | 30 | 12 | 10 | 9 | 2 |
| 50,000- 99,999 | 2.5 | 14 | 8 | 11 | 8 | 1 | 11 | 8 | 4 | 2 | |
| 25,000- 49,999 | 3.0 | 4 | | 3 | 4 | 2 | 1 | 2 | 1 | 2 | |
| 10,000- 24,999 | 1.5 | 1 | 1 | 1 | 1 | | 1 | | | | |
| UNDER 10,000 | 0.5 | 1 | | 1 | | | | | | | |
| STATES | 3.5 | 20 | 19 | 35 | 22 | 16 | 21 | 18 | 13 | 16 | 13 |
| 2,500,000+ | 3.2 | 12 | 14 | 26 | 12 | 10 | 8 | 12 | 7 | 12 | 8 |
| 1,000,000-2,499,999 | 4.9 | 1 | 2 | 1 | 3 | 2 | 5 | 2 | 3 | 1 | |
| 500,000- 999,999 | 3.5 | 5 | 2 | 5 | 4 | 2 | 6 | 1 | 2 | 2 | 4 |
| UNDER 500,000 | 3.5 | 2 | 1 | 3 | 3 | 2 | 2 | 3 | 1 | 1 | 1 |
| OTHER PUBLIC AGENCIES | 2.9 | 69 | 56 | 79 | 55 | 35 | 67 | 34 | 20 | 27 | 14 |
| FEDERAL GOVERNMENT | 3.4 | 39 | 22 | 41 | 39 | 22 | 22 | 18 | 24 | 21 | 29 |
| CONSULTANTS | 3.1 | 163 | 117 | 168 | 119 | 63 | 133 | 96 | 50 | 52 | 77 |
| OTHER INDUSTRY/BUSINESS | 2.2 | 46 | 21 | 34 | 26 | 11 | 19 | 9 | 7 | 4 | 7 |
| COLLEGE OR UNIVERSITY | 6.0 | 32 | 16 | 32 | 28 | 30 | 48 | 37 | 31 | 59 | 35 |
| NONPROFIT GROUPS | 2.1 | 41 | 26 | 41 | 26 | 13 | 13 | 13 | 5 | 1 | 2 |
| ALL POSITIONS | 3.4 | 772 | 614 | 924 | 659 | 448 | 761 | 500 | 351 | 397 | 366 |

## RECENT PLANNING ADVISORY SERVICE REPORTS

302 **Job Descriptions for Planning Agencies.** May 1974. 22 pp. $5; PAS subscribers $3.

303 **New Directions in Urban Transportation Planning.** June 1974. 40 pp. $5; PAS subscribers $3.

304 **Transferable Development Rights.** March 1975. 64 pp. Xerox $7; PAS subscribers $5.

305 **Planning Information for the Public: A Selected, Annotated Bibliography.** April 1975. 16 pp. $6; PAS subscribers $3.

306 **Expenditures, Staff, and Salaries of Planning Agencies, 1975.** May 1975. 54 pp. $5; PAS subscribers $3.

307/308 **Performance Controls for Sensitive Lands: A Practical Guide for Local Administrators.** July 1975. 156 pp. $12; PAS subscribers $10.

309/310 **Urban Growth Management Systems: An Evaluation of Policy-Related Research.** August 1975. $12; PAS subscribers $10.

311 **Neighborhood Zoning: Practice and Prospects.** September 1975. 44 pp. $5; PAS subscribers $3.

312 **The Hearing Examiner in Zoning Administration.** September 1975. 26 pp. $5; PAS subscribers $3.

313 **Planning and the Arts.** October 1975. 28 pp. $5; PAS subscribers $3.

314 **Intensity Zoning: Regulating Townhouses, Apartments, and Planned Developments.** February 1976. 40 pp. $5; PAS subscribers $3.

315 **Energy-Efficient Planning: An Annotated Bibliography.** March 1976. 23 pp. $5; PAS subscribers $3.

316 **Planning for Home Occupations.** April 1976. 21 pp. $5; PAS subscribers $3.

317 **Expenditures, Staff, and Salaries of Planning Agencies, 1976.** April 1976. 54 pp. $5; PAS subscribers $3.

318 **The Administration of Flexible Zoning Techniques.** June 1976. 62 pp. $8; PAS subscribers $5.

319 **Recycling Public Buildings.** August 1976. 34 pp. $5; PAS subscribers $3.

320 **Zoning for Fast-Food and Drive-In Restaurants.** September 1976. 46 pp. $5; PAS subscribers $3.

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